

**ANNUAL REPORT TO THE  
GOVERNOR  
and  
CONNECTICUT GENERAL  
ASSEMBLY**

Report on Affirmative Action in  
Connecticut State Agencies

Calendar Year 2004

Commission on Human Rights and Opportunities

## **List of Tables**

- |         |   |
|---------|---|
| Table 1 | Gender/Race of Total Connecticut Workforce and Connecticut State Government Employees as of December 31, 2004 |
| Table 2 | State Employees by Agency sorted by Race/Gender as of December 31, 2004                                       |
| Table 3 | State Employees by Agency sorted by Race/Gender/Occupational Category as of December 31, 2004                 |
| Table 4 | State Employees by Agency sorted by Age as of December 31, 2004   |
| Table 5 | State Employees by Agency sorted by Age/Occupational Category as of December 31, 2004                         |
| Table 6 | Filing Status of Affirmative Action Plans Calendar Year 2004  |

**Introduction**

The Commission on Human Rights and Opportunities (CHRO) is responsible for the enforcement of the state's affirmative action statutes, Conn. Gen. Stat. § 46a-68 and 46a-68a. By law, all state agencies, boards and commissions within the executive branch must develop and implement an affirmative action plan. Each agency must also submit its plan to CHRO to be monitored for compliance with the Affirmative Action Regulations of Connecticut State Agencies, Sections 46a-68-31 to 46a-68-74. CHRO is required pursuant to Conn. Gen. Stat. § 46a-68(f), to submit an annual report on the status of these plans to the Governor and the General Assembly.

This report includes race, gender, occupational category and age data for all full time employees of the Connecticut state government for all entities obligated under the provisions of Conn. Gen. Stat. § 46a-68 and 46a-68a. Data represented in this report is solicited from all such entities annually.

**Statistical Analysis of Employment of Males and Females by Race within the Total Connecticut Workforce and Within State Government Employment -- 2004**

<b>Table 1 Gender/Race Connecticut Workforce* and Connecticut State Government Employees**</b>										
	<b>White</b>	<b>%</b>	<b>Black</b>	<b>%</b>	<b>Hispanic</b>	<b>%</b>	<b>Other</b>	<b>%</b>	<b>All</b>	<b>%</b>
<b>Male (Total Workforce)</b>	744,504	42.4	62,231	3.5	70,774	4.0	40,519	2.3	918,028	52.2
<b>Male (State Government)</b>	17,829	38.9	2,942	6.4	1,676	3.7	730	1.6	23,177	50.6
<b>Female (Total Workforce)</b>	664,879	37.8	76,358	4.3	63,532	3.6	33,575	1.9	838,344	47.8
<b>Female (State Government)</b>	16,157	35.2	4,063	8.9	1,771	3.9	679	1.4	22,670	49.4
<b>Total (Total Workforce)</b>	1,409,383	80.2	138,589	7.9	134,306	7.6	74,094	4.2	1,757,139	100
<b>Total (State Government)</b>	33,986	74.1	7,005	15.3	3,447	7.5	1,409	3.1	45,847	100

\*Source: *Connecticut Occupational Statistics 2000* prepared by the Connecticut Labor Department, February 2005 -- [http://www.ctdol.state.ct.us/lmi/pubs/eo2000\\_vol1\\_westernct.pdf](http://www.ctdol.state.ct.us/lmi/pubs/eo2000_vol1_westernct.pdf)

\*\*CHRO Survey of State Agencies

NOTE: Data regarding the number and percentage of employees by race and gender is compared to the total public and private workforce for the state of Connecticut. The 2000 census is used as a constant for annual comparisons.

## **Race and Gender Distribution --Total Connecticut Workforce and within State Government Employment**

For purposes of establishing a comparative standard the CHRO gathered information from the 2000 Census. As noted below *Connecticut Occupational Statistics* provided information regarding the workforce of the state of Connecticut, both its totality and its breakdown by race and gender. It was beyond CHRO's capacity to adjust this data relative to the number of unemployed, the number of part time employees who may be included in the total, and the incremental increase in the workforce since 2000.

The total workforce of the state of Connecticut according to *Connecticut Occupational Statistics* is 1,757,139. The state government of Connecticut employs, as of December 31, 2004, 45,847 full time employees. This represents 2.6% of the total Connecticut workforce.

Proportionally state government personnel are 50.6% male compared with 52.2% of males in the total Connecticut workforce. Inversely the proportion of female state government personnel is somewhat higher (49.4%) than those who are available in the total available workforce (47.8%).

Whites account for 1,409,383 or 80.2% of the total workforce. White males comprise 52.8% of the total white workforce, while white females equal 47.2% of that pool. Comparatively whites make up 74.1% of state employees while accounting for 80.2% of the total workforce. White males comprise 77.0% of male state employees while they make up 81.0% of the total male workforce. White females are 71.2% of the female state employees compared with 79.3% of the total female workforce.

Blacks account for 138,589 or 7.9% of the total workforce. Black males comprise 45.0% of the total black workforce, while black females equal 55.0% of that pool. Comparatively blacks make up 15.3% of state employees while accounting for 7.9% of the total workforce. Black males comprise 12.7% of male state employees while they make up 6.8% of the total male workforce. Black females are 17.9% of the female state employees compared with 9.1% of the total female workforce.

Hispanics account for 134,306 or 7.6% of the total workforce. Hispanic males comprise 52.7% of the total Hispanic workforce, while Hispanic females equal 47.3% of that pool. Comparatively Hispanics make up 7.5% of state employees while accounting for 7.6% of the total workforce. Hispanic males comprise 7.2% of male state employees while they make up 7.7% of the total male workforce. Hispanic females are 7.8% of the female state employees compared with 7.6% of the total female workforce.

## **Statistical Analysis of State Government Employment -- Race, Gender and Occupational Category Distribution**

The total number of Connecticut state employees by agency and segmented by race and gender is displayed in Table 2.

Table 3 displays the distribution of state employees by race, gender and occupational category.

The total number of state employees was 45,847 as of December 31, 2004, compared with 44,397 as of December 31, 2003. This is an increase of 1,450 employees (3.2%) in total state employees from the year before. This increase in state employees is, at least in part, reflective of the rehiring of state employees laid off in 2003.

With respect to employment within occupational job categories, there is normally only incremental shift in percentages of employees by Race/Sex in occupational categories from year to year. The calendar year 2004 surely demonstrates more change in occupational job categories because of the layoffs of 2003, rehiring under different job titles and classifications as well as the impact of the early retirement program.

Designated occupational categories are:

- Officials/Administrators
- Professionals
- Technicians
- Protective Service Workers
- Paraprofessionals
- Office/Clerical
- Skilled Craft Workers, and
- Service/Maintenance.

The only Race/Gender subcategory that shows a percentage reduction is that of white males which went from 39.6% in 2003 to 38.9% by the end of 2004.

In 2003 white males accounted for 47.0% of those in the Official/Administrators category with that percentage down to 46.3% a year later. The largest decline in any subcategory was among white male Technicians who accounted for 34.4% of the class in 2003 and fell to 30.8% in 2004. In the Technician category the percentage of white females jumped 3.3% to 46.3%. Hispanic females doubled their presence among Technicians going from 1.1% of the group to 2.1%. Other subsets displayed little statistical variance.

While black male employment in state government remained flat as a percentage (6.4%) of employment, black females showed improvement increasing from 8.7% to 8.9%. Male Hispanics also gained in employment with the rate rising slightly from 3.6% to 3.7%.

Worthy of notice is the 0.3% rise among black female Professionals.

Tables 4 and 5 show the age distribution of state employees both by agency and occupational category. Please note that agencies which have a due date instead of a Commission action i.e. approved, disapproved, approved by default are only required to file biennially.

**Table 2 State Employees by Agency sorted by Race/Gender as of December 31, 2004**

Agency	Male Employees				Female Employees				Total
	White	Black	Hispanic	Other	White	Black	Hispanic	Other	
Asnuntuck Community-Technical College	29	2	0	1	36	3	1	2	74
Attorney General	115	11	10	2	144	25	13	7	327
Board for Regional Community-Technical Colleges	28	4	0	2	34	6	1	6	81
Board of Education and Services for the Blind	27	5	2	4	34	10	5	4	91
Board of Trustees for State University System	35	3	1	0	24	4	6	1	74
Capital Community-Technical College	37	12	13	0	65	17	12	3	159
Central Connecticut State University	342	37	31	24	323	35	23	16	831
Charter Oak State College	15	1	1	1	32	4	2	0	56
Commission on Human Rights and Opportunities	19	4	3	2	29	23	5	2	87
Commission on the Deaf and Hearing Impaired	3	1	0	0	4	1	0	0	9
Connecticut Agricultural Experiment Station	57	3	0	2	35	1	0	3	101
Department of Administrative Services	67	16	14	4	73	21	5	4	204
Department of Agriculture	30	2	0	0	22	4	0	0	58
Department of Banking	34	7	2	2	45	13	6	4	113
Department of Children and Families	641	337	160	29	1269	654	398	48	3536
Department of Consumer Protection	69	6	4	2	53	21	8	4	167
Department of Correction	3498	928	539	34	1059	454	152	18	6682
Department of Developmental Services	856	258	57	14	1779	567	97	32	3660
Department of Economic and Community Development	55	7	2	2	46	15	6	2	135
Department of Education	790	68	51	12	836	106	61	16	1940
Department of Environmental Protection	554	16	16	16	256	33	21	7	919
Department of Higher Education	9	3	1	1	23	4	2	1	44
Department of Information Technology	176	16	7	11	95	18	2	6	331
Department of Insurance	53	8	5	1	50	11	3	1	132
Department of Motor Vehicles	266	20	15	6	344	69	37	6	763
Department of Public Health	195	25	15	10	395	112	58	23	833
Department of Public Safety	1155	83	71	13	288	33	22	3	1668
Department of Public Utility Control	42	4	1	3	43	12	3	3	111
Department of Public Works	97	3	3	4	43	18	6	0	174
Department of Revenue Services	266	47	7	11	234	85	22	10	682
Department of Social Services	462	86	44	18	759	323	149	14	1855
Department of Transportation	2077	201	148	75	484	52	23	22	3082
Department of Veterans Affairs	68	22	10	1	83	28	13	14	239
Division of Criminal Justice	266	7	5	5	191	17	14	5	510
Division of Special Revenue	55	7	4	0	48	11	3	1	129
DMHAS - Capitol Region Mental Health Center	50	26	13	3	58	34	18	4	206

DMHAS - Cedarcrest Hospital	79	48	23	3	109	77	34	18	391
DMHAS - Connecticut Mental Health System	40	15	4	0	98	48	26	0	231
DMHAS - Connecticut Valley Hospital	416	103	51	16	506	169	43	28	1332
DMHAS - Office of the Commissioner	68	6	6	3	115	29	11	4	242
DMHAS - Southwest Conn. Mental Health	66	58	22	5	117	91	33	7	399
DMHAS - Western Conn. Mental Health Network	59	4	2	1	110	15	6	3	200
Eastern Connecticut State University	189	20	24	12	199	23	21	11	499
Gateway Community-Technical College	63	5	7	4	81	21	7	7	195
Governor's Office	81	3	4	0	50	8	2	1	149
Housatonic Community-Technical College	52	7	6	3	67	19	16	3	173
Labor Department	310	40	21	13	312	90	54	15	855
Manchester Community-Technical College	76	20	12	7	112	23	7	5	262
Middlesex Community-Technical College	35	6	3	3	51	7	4	6	115
Military Department	59	10	5	1	25	4	4	0	108
Naugatuck Valley Community-Technical College	96	7	9	4	111	13	7	3	250
Northwestern Community-Technical College	29	5	0	1	63	2	1	1	102
Norwalk Community-Technical College	77	8	2	2	105	30	6	5	235
Office of Advocacy for Persons with Disabilities	9	1	1	1	22	5	5	2	46
Office of Consumer Counsel	7	0	0	2	2	0	1	1	13
Office of Health Care Access	6	1	0	1	12	1	1	1	23
Office of Policy and Management	47	2	3	2	49	17	1	0	121
Office of the Medical Examiner	20	2	3	0	16	3	4	1	49
Police Officer Standards and Training Council	15	0	0	0	7	1	1	0	24
Quinebaug Valley Community-Technical College	26	1	2	1	43	2	2	1	78
Secretary of the State	18	2	1	4	32	17	6	0	80
Soldiers', Sailors' and Marine Fund	5	1	1	1	3	1	1	0	13
Southern Connecticut State University	347	49	19	19	338	80	15	16	883
State Comptroller	76	13	4	2	90	25	14	3	227
State Library	27	3	2	1	46	3	1	0	83
State Treasurer	30	12	2	5	45	31	9	1	135
Teachers' Retirement Board	4	0	0	1	12	4	2	1	24
Three Rivers Community-Technical College	51	3	1	3	79	13	5	5	160
Tunxis Community-Technical College	53	6	1	2	107	7	3	3	182



**Table 2 State Employees by Agency sorted by Race/Gender as of December 31, 2004**

University of Connecticut	1596	95	90	119	1590	105	86	74	3755
University of Connecticut - Health Center	931	75	68	143	1837	194	115	135	3498
Western Connecticut State University	213	23	18	29	202	18	15	25	543
Workers' Compensation Commission	15	2	4	1	58	23	5	1	109
<b>Total of Category</b>	17829	2942	1676	730	16157	4063	1771	679	45847
<b>Percentage of Total</b>	38.9%	6.4%	3.7%	1.6%	35.2%	8.9%	3.9%	1.5%	

**Table 3 State Employees by Agency sorted by Race/Gender as of December 31, 2004**

Occupational Categories	Male Employees				Female Employees				Total
	White	Black	Hispanic	Other	White	Black	Hispanic	Other	
<b>Official/Administrators</b>	1059	92	47	19	876	129	52	12	2286
Percentage of Category	46.3%	4.0%	2.1%	0.8%	38.3%	5.6%	2.3%	0.5%	
<b>Professionals</b>	8431	888	513	559	8908	1607	766	495	22167
Percentage of Category	38.0%	4.0%	2.3%	2.5%	40.2%	7.2%	3.5%	2.2%	
<b>Technicians</b>	504	100	32	11	757	178	35	18	1635
Percentage of Category	30.8%	6.1%	2.0%	0.7%	46.3%	10.9%	2.1%	1.1%	
<b>Protective Service Workers</b>	3998	913	580	49	519	314	106	8	6487
Percentage of Category	61.6%	14.1%	8.9%	0.8%	8.0%	4.8%	1.6%	0.1%	
<b>Paraprofessionals</b>	777	445	128	22	1541	806	228	52	3999
Percentage of Category	19.4%	11.1%	3.2%	0.6%	38.5%	20.2%	5.7%	1.3%	
<b>Office/Clerical</b>	269	90	60	17	3106	918	494	74	5028
Percentage of Category	5.4%	1.8%	1.2%	0.3%	61.8%	18.3%	9.8%	1.5%	
<b>Skilled Craft Workers</b>	1217	102	66	16	76	30	9	6	1522
Percentage of Category	80.0%	6.7%	4.3%	1.1%	5.0%	2.0%	0.6%	0.4%	
<b>Service /Maintenance</b>	1574	312	250	37	374	81	81	14	2723
Percentage of Category	57.8%	11.5%	9.2%	1.4%	13.7%	3.0%	3.0%	0.5%	
<b>Totals</b>	17829	2942	1676	730	16157	4063	1771	679	45847
Percentage of Category	38.9%	6.4%	3.7%	1.6%	35.2%	8.9%	3.9%	1.5%	

**Table 4 State Employees by Agency sorted by Age as of December 31, 2004**

<b>Agency</b>	<b>Total</b>	<b>16-19</b>	<b>20-24</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65-69</b>	<b>70+</b>
Asnuntuck Community-Technical College	74	0	0	2	3	9	1	8	18	17	13	3	0
Attorney General	327	0	1	9	20	44	61	59	74	49	5	3	2
Board for Regional Community-Technical Colleges	81	0	0	4	14	15	16	12	12	7	1	0	0
Board of Education and Services for the Blind	91	0	2	2	6	14	12	22	18	11	3	1	0
Board of Trustees for State University System	74	0	1	1	9	6	16	19	10	8	4	0	0
Capital Community-Technical College	159	0	1	7	8	18	25	24	35	22	13	3	3
Central Connecticut State University	831	0	3	17	53	92	134	149	151	130	71	21	10
Charter Oak State College	56	0	2	5	10	7	6	5	7	9	3	0	2
Commission on Human Rights and Opportunities	87	0	0	0	6	11	15	13	18	17	3	2	2
Commission on the Deaf and Hearing Impaired	9	0	0	0	0	2	1	0	3	2	1	0	0
Connecticut Agricultural Experiment Station	101	0	4	3	15	9	12	19	22	9	6	2	0
Department of Administrative Services	204	0	3	7	15	22	39	42	40	27	9	0	0
Department of Agriculture	58	0	0	2	1	6	13	14	12	9	1	0	0
Department of Banking	113	0	5	3	6	20	30	15	18	14	1	1	0
Department of Children and Families	3536	0	61	451	681	588	512	448	439	250	83	22	1
Department of Consumer Protection	167	0	0	2	12	17	30	39	38	22	7	0	0
Department of Correction	6682	0	48	456	918	1539	1455	998	636	416	180	32	4
Department of Developmental Services	3667	1	6	66	255	567	763	902	681	295	107	24	0
Department of Economic and Community Development	135	0	1	3	4	9	26	26	33	22	11	0	0
Department of Education	1940	0	8	85	106	196	293	326	447	353	102	24	0
Department of Environmental Protection	919	0	4	48	69	115	189	215	176	76	22	5	0
Department of Higher Education	44	0	0	2	3	6	6	9	7	6	5	0	0
Department of Information Technology	331	0	1	5	16	33	64	75	73	42	17	4	1
Department of Insurance	132	0	0	4	4	13	32	20	22	23	13	1	0
Department of Motor Vehicles	763	0	11	25	73	108	154	130	133	78	32	11	8
Department of Public Health	833	1	9	61	77	95	128	144	154	115	37	12	0
Department of Public Safety	1668	0	4	101	307	428	351	188	172	82	29	5	1
Department of Public Utility Control	111	0	0	3	6	14	22	22	19	18	6	0	1
Department of Public Works	174	0	0	0	4	9	29	32	45	33	16	4	2
Department of Revenue Services	682	0	3	3	26	104	163	143	120	86	29	5	0
Department of Social Services	1855	0	1	35	81	195	306	399	496	234	90	14	4
Department of Transportation	3082	0	13	53	141	428	719	737	605	276	90	15	5
Department of Veterans Affairs	239	0	1	6	19	48	57	65	37	4	1	1	0
Division of Criminal Justice	510	0	1	16	41	71	74	108	103	65	23	7	1
Division of Special Revenue	129	0	0	2	3	6	23	31	34	19	9	2	0
DMHAS - Capitol Region Mental Health Center	206	0	1	5	12	19	43	52	37	32	3	2	0
DMHAS - Cedarcrest Hospital	391	0	4	15	49	66	78	61	66	35	15	1	1
DMHAS - Connecticut Mental Health System	231	0	0	10	18	21	31	47	54	32	15	2	1

Table 4 State Employees by Agency sorted by Age as of December 31, 2004													Page 2
DMHAS - Connecticut Valley Hospital	1325	4	36	98	139	244	319	293	127	56	4	5	
DMHAS - Office of the Commissioner	242	0	0	4	13	27	31	59	54	37	13	3	1
DMHAS - Southwest Conn. Mental Health	399	0	0	16	34	49	74	74	79	49	16	4	4
DMHAS - Western Conn. Mental Health Network	200	0	0	6	13	22	30	65	38	21	3	2	0
Eastern Connecticut State University	499	0	2	18	33	64	106	75	70	78	44	6	3
Gateway Community-Technical College	195	0	0	3	11	13	23	31	30	48	29	6	1
Governor's Office	149	0	2	7	15	10	15	22	41	15	12	10	0
Housatonic Community-Technical College	172	0	0	6	20	18	24	18	27	27	24	6	2
Labor Department	855	0	8	26	33	83	158	151	181	148	53	14	0
Manchester Community-Technical College	262	0	1	6	9	28	41	46	59	49	17	5	1
Middlesex Community-Technical College	115	0	1	2	3	15	14	22	24	18	12	3	1
Military Department	108	0	0	5	9	16	18	21	18	10	8	2	1
Naugatuck Valley Community-Technical College	249	0	1	6	10	23	31	40	55	50	23	8	2
Northwestern Community-Technical College	101	0	0	1	6	10	17	14	25	16	9	3	0
Norwalk Community-Technical College	235	1	3	6	14	30	42	53	50	22	9	4	1
Office of Advocacy for Persons with Disabilities	46	0	0	0	4	5	6	13	12	5	1	0	0
Office of Consumer Counsel	13	0	0	1	1	2	1	1	3	1	3	0	0
Office of Health Care Access	23	0	0	0	8	0	3	4	4	4	0	0	0
Office of Policy and Management	121	0	1	6	6	7	24	21	27	19	9	1	0
Office of the Medical Examiner	49	0	0	1	5	3	4	9	15	5	6	0	1
Police Officer Standards and Training Council	24	0	0	0	0	1	3	2	3	8	7	0	0
Quinebaug Valley Community-Technical College	78	0	0	1	9	10	8	22	13	11	4	0	0
Secretary of the State	80	0	2	2	10	9	15	17	11	7	6	1	0
Soldiers', Sailors' and Marine Fund	13	0	0	0	0	0	2	4	3	0	4	0	0
Southern Connecticut State University	883	0	4	26	60	92	110	118	172	144	91	40	26
State Comptroller	227	0	2	8	19	37	42	40	37	24	15	2	1
State Library	83	0	0	0	1	11	8	12	23	23	5	0	0
State Treasurer	135	0	1	6	15	15	22	32	23	15	5	1	0
Teachers' Retirement Board	24	0	0	1	0	3	3	7	4	5	1	0	0
Three Rivers Community-Technical College	160	0	0	3	7	8	28	28	36	33	9	8	0
Tunxis Community-Technical College	181	0	0	15	20	25	33	35	32	11	7	3	0
University of Connecticut	3759	0	52	180	351	453	584	662	664	485	223	70	35
University of Connecticut - Health Center	3498	0	106	305	331	452	554	561	577	378	179	41	14
Western Connecticut State University	543	0	4	22	45	57	82	76	94	80	60	16	7
Workers' Compensation Commission	109	0	0	3	8	15	14	24	21	16	4	3	1
<b>Total</b>	<b>45847</b>	<b>7</b>	<b>425</b>	<b>2309</b>	<b>4353</b>	<b>6827</b>	<b>8418</b>	<b>8290</b>	<b>7717</b>	<b>4863</b>	<b>1991</b>	<b>496</b>	<b>151</b>
<b>Percentage of Total</b>		<b>0.0%</b>	<b>0.9%</b>	<b>5.0%</b>	<b>9.5%</b>	<b>14.9%</b>	<b>18.4%</b>	<b>18.1%</b>	<b>16.8%</b>	<b>10.6%</b>	<b>4.3%</b>	<b>1.1%</b>	<b>0.3%</b>

**Table 5 State Employees by Agency sorted by Age as of December 31, 2004**

Category or class	Total	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
<b>Officials/Administrators</b>	2286	0	0	7	58	189	330	487	588	410	159	46	12
Percentage of Category		0.0%	0.0%	0.3%	2.5%	8.3%	14.4%	21.3%	25.7%	17.9%	7.0%	2.0%	0.5%
<b>Professionals</b>	22167	0	191	1101	1962	2928	3794	3892	4118	2663	1104	324	90
Percentage of Category		0.0%	0.9%	5.0%	8.9%	13.2%	17.1%	17.6%	18.6%	12.0%	5.0%	1.5%	0.4%
<b>Technicians</b>	1635	0	13	88	139	214	312	298	360	145	56	6	4
Percentage of Category		0.0%	0.8%	5.4%	8.5%	13.1%	19.1%	18.2%	22.0%	8.9%	3.4%	0.4%	0.2%
<b>Protective Service Workers</b>	6487	0	55	547	1137	1622	1447	892	389	289	85	16	8
Percentage of Category		0.0%	0.8%	8.4%	17.5%	25.0%	22.3%	13.8%	6.0%	4.5%	1.3%	0.2%	0.1%
<b>Paraprofessionals</b>	3999	6	34	199	419	661	759	804	655	319	121	19	3
Percentage of Category		0.2%	0.9%	5.0%	10.5%	16.5%	19.0%	20.1%	16.4%	8.0%	3.0%	0.5%	0.1%
<b>Office/Clerical</b>	5028	1	92	247	426	661	905	892	788	626	328	39	23
Percentage of Category		0.0%	1.8%	4.9%	8.5%	13.1%	18.0%	17.7%	15.7%	12.5%	6.5%	0.8%	0.5%
<b>Skilled Craft Workers</b>	1522	0	5	21	52	207	336	400	315	129	49	7	1
Percentage of Category		0.0%	0.3%	1.4%	3.4%	13.6%	22.1%	26.3%	20.7%	8.5%	3.2%	0.5%	0.1%
<b>Service/Maintenance</b>	2723	0	35	99	160	345	535	625	504	282	89	39	10
Percentage of Category		0.0%	1.3%	3.6%	5.9%	12.7%	19.6%	23.0%	18.5%	10.4%	3.3%	1.4%	0.4%
<b>Totals</b>	45847	7	425	2309	4353	6827	8418	8290	7717	4863	1991	496	151
<b>Percentage of Total</b>		0.0%	0.9%	5.0%	9.5%	14.9%	18.4%	18.1%	16.8%	10.6%	4.3%	1.1%	0.3%

## **State Agency Affirmative Action Plans**

The status of Affirmative Action Plan filings for the year 2004 is presented in Table 6. Please note that agencies which have a due date listed under Commission Action are those agencies required to file biennially.

Each state agency covered by the affirmative action statutes must submit an affirmative action plan to CHRO for review and action. A plan that has been formally "approved" is designated as an approved plan and holds that status until the next filing period. Similarly, an agency's plan that has been either "conditionally approved" or "disapproved," remains as such, although the agency is typically required to demonstrate corrective action before the next filing date occurs. By statute, CHRO has 90 days following the filing of a plan to make a determination. Should CHRO not act on the plan during that time period, a filed plan is deemed "approved by default."

During calendar year 2004, seventy-three (73) state agencies were required to submit affirmative action plans for review and action by CHRO. The required filing date for each agency is established by regulation.

In January of 2004, the Affirmative Action Plan Review Unit was reduced by two staff persons, as one plan reviewer and the unit supervisor were laid off due to state budgetary problems, leaving only two staff persons to review the submitted seventy-five state agency plans.

During calendar year 2004:

- Seventy-three (73) plans were received
- Sixty-seven (67) plans were approved
- Two (2) plans were disapproved
- Four (4) plans were approved by default
- No plans received conditional approval
- Five (5) plans were filed late

**Table 6 Filing Status of Affirmative Action Plans Calendar Year 2004**

<b>Agency</b>	<b>Filing Status</b>		<b>Commission Action</b>	
Administrative Services, Dept. of	(A)	Timely	Approved	11/10/04
Agricultural Experiment Station, CT	(A)	Timely	App. By Default	1/20/04
Agriculture, Department of	(A)	Timely	Approved	11/10/04
Asnuntuck Community College	(A)	4 days late	Approved	7/8/04
Attorney General, Office of the	(A)	Timely	Approved	9/9/04
Banking, Department of	(A)	Timely	Approved	1/8/04
Board of Education and Services for the Blind	(A)	Timely	Approved	12/11/03
Board of Trustees/Community-Technical Colleges	(A)	Timely	Approved	5/13/04
Capital Community College	(SA)	37 days late	Disapproved	6/10/04
Capitol Region Mental Health Center (DMHAS)	(A)	Timely	Approved	6/10/04
Cedarcrest Hospital (DMHAS)	(A)	Timely	Approved	3/11/04
Central CT State University	(A)	Timely	Approved	9/9/04
Charter Oak State College (Board for State Academic Awards)	(A)	Timely	Approved	5/13/04
Chief Medical Examiner, Office of the	(A)	Timely	Approved	9/9/04
Children & Families, Department of	(A)	45 days late	Approved	3/11/04
Connecticut Mental Health Center (DMHAS)	(A)	Timely	App. By Default	3/30/04
Connecticut State University System	(A)	Timely	Approved	8/12/04
Connecticut Valley Hospital (DMHAS)	(A)	Timely	Approved	4/8/04
Consumer Counsel, Office of	(B)	Timely	Approved	4/8/04
Consumer Protection, Department of	(A)	Timely	Approved	5/13/04
Correction, Department of	(A)	Timely	Approved	3/11/04
Criminal Justice, Division of	(A)	Timely	Approved	12/9/04
Deaf and Hearing Impaired, Commission on the	(A)	71 days late	Approved	8/12/04
Eastern CT State University	(A)	Timely	Approved	9/9/04
Economic and Community Development, Department of	(A)	Timely	Approved	8/12/04
Education, Department of	(A)	Timely	Disapproved	9/9/04
Environmental Protection, Department of	(A)	Timely	Approved	2/11/04
Gateway Community College	(A)	Timely	Approved	8/12/04
Governor, Office of the	(A)	Timely	Approved	5/13/04
Health Care Access, Office of	(A)	Timely	Approved	4/8/04
Higher Education, Department of	(A)	Timely	Approved	1/8/04
Housatonic Community College	(A)	Timely	Approved	8/12/04
Human Rights & Opportunities, Commission on	(A)	Timely	Approved	4/8/04
Information Technology, Dept. of	(A)	Timely	Approved	4/8/04
Insurance Department	(A)	Timely	Approved	3/11/04
Labor, Department of	(A)	70 days late	Approved	1/8/04
Library, Connecticut State	(A)	Timely	Approved	5/13/04
Manchester Community College	(A)	Timely	Approved	6/10/04
Mental Health & Addiction Services, Department of (C.O.)	(A)	Timely	Approved	12/9/04
Mental Retardation, Department of (C.O.)	(A)	Timely	Approved	2/11/04
Middlesex Community College	(A)	Timely	Approved	7/8/04
Military Department	(A)	Timely	Approved	5/13/04
Motor Vehicles, Department of	(A)	Timely	Approved	11/10/04
Naugatuck Valley Community College	(A)	Timely	Approved	6/10/04
Northwestern CT Community College	(A)	Timely	App. By Default	8/24/04
Norwalk Community College	(A)	Timely	Approved	8/12/04

**Table 6 Filing Status of Affirmative Action Plans Calendar Year 2004**

<b>Agency</b>	<b>Filing Status</b>		<b>Commission Action</b>	
Police Officer Standards and Training Council	(A)	Timely	Approved	9/9/04
Policy and Management, Office of	(A)	Timely	Approved	12/9/04
Protection & Advocacy for Persons with Disabilities, Office of	(A)	Timely	Approved	5/13/04
Public Health, Department of	(A)	Timely	Approved	9/9/04
Public Safety, Department of	(A)	Timely	Approved	12/9/04
Public Utility Control, Department of	(A)	Timely	Approved	3/11/04
Public Works, Department of	(A)	Timely	Approved	5/13/04
Quinebaug Valley Community College	(A)	Timely	Approved	7/8/04
Revenue Services, Department of	(A)	Timely	Approved	4/8/04
Secretary of the State, Office of the	(A)	Timely	Approved	10/14/04
Social Services, Department of	(A)	Timely	Approved	5/13/04
Soldiers', Sailors' and Marines' Fund	(B)	Timely	Approved	10/14/04
Southern CT State University	(A)	Timely	Approved	11/10/04
Southwest Connecticut Mental Health Center (DMHAS)	(A)	Timely	Approved	2/11/04
Special Revenue, Division of	(A)	Timely	Approved	4/8/04
State Comptroller, Office of the	(A)	Timely	Approved	8/12/04
State Treasurer, Office of the	(A)	Timely	Approved	4/8/04
Teachers' Retirement Board	(A)	Timely	Approved	7/8/04
Three Rivers Community College	(A)	Timely	Approved	7/8/04
Transportation, Department of	(A)	Timely	Approved	7/8/04
Tunxis Community College	(A)	Timely	Approved	6/10/04
University of Connecticut	(A)	Timely	Approved	2/11/04
University of CT Health Center	(A)	Timely	Approved	1/8/04
Veterans' Affairs, Department of	(A)	Timely	App. By Default	6/1/04
Western CT Mental Health Network (DMHAS)	(A)	Timely	Approved	8/12/04
Western CT State University	(A)	Timely	Approved	10/14/04
Workers' Compensation Commission	(A)	Timely	Approved	11/10/04
<b>Abbreviations:</b>				
<b>(A) Annual Filing</b>				
<b>(SA) Semiannual Filing</b>				
<b>(B) Biennial Filing</b>				